

STATEMENT OF PURPOSE

RS21139

The statute is burdensome, time consuming, costly, vague, and creates an additional basis for litigation in a time when school district boards need broad latitude and discretion to make personnel decisions in the overall best interest of the educational program. In these times, districts need to have flexibility to make appropriate personnel decisions without court intervention based upon the subjective and ambiguous term "unfair treatment". Further, the right to appeal a decision on a grievance defeat the principle of "at-will" employment and essentially provides greater rights to a classified at-will employee of a public school district than is provided to an annual contract certificated teacher or administrator with regard to personnel decisions that should be independently made by the local school board. Local control of these decisions should be in the hands of the local school boards.

FISCAL NOTE

None to the state.

Decreased costs and expenses to Idaho public schools.

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